

The President's Committee on
Employment of People with Disabilities

46TH ANNUAL NATIONAL CONFERENCE

ADVANCE PROGRAM

May 12-14, 1993
Cervantes Convention Center
St. Louis, Missouri

Hosted by the:
City of St. Louis
Office on the Disabled

Missouri Governor's
Committee on Employment
of People with Disabilities

In a competitive global economy, our country doesn't have a single person to waste....I am strongly committed to full implementation and enforcement of the ADA, because I believe that our entire nation will share in the economic and social benefits that will result from full participation of Americans with disabilities in our society....It is time to end discrimination in this country....It is time for a change in America and I ask for your support in making this country a better place for all its citizens."

Bill Clinton



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1993 ANNUAL CONFERENCE

ADA: GATEWAY To OPPORTUNITY

*"My fellow
Americans,
you too,
must play
your part in
our
renewal."*

—President Clinton

PROGRAM AT A GLANCE

Tuesday, May 11, 1993

8:00 a.m.-5:00 p.m.

President's Committee on Employment
of People with Disabilities

Standing Committee and Issue Groups meetings

Registration

Orientation for New Attendees

12:00 noon-5:00 p.m.

5:00 p.m.-6:00 p.m.

Wednesday, May 12, 1993

8:00 a.m.-5:15 p.m.

Registration

9:00 a.m.-11:00 a.m.

Opening Session

11:30 a.m.-1:30 p.m.

Awards Luncheon

2:00 p.m.-3:30 p.m.

Concurrent Workshops

2:00 p.m.-5:15 p.m.

ADA Symposium

2:00 p.m.-5:15 p.m.

National Minority Symposium

3:45 p.m.-5:15 p.m.

Concurrent Workshops

6:00 p.m.-8:00 p.m.

"Taste of St. Louis—Circa 1904" Reception

Thursday, May 13, 1993

8:00 a.m.-5:15 p.m.

Registration

9:00 a.m.-11:00 a.m.

General Session

11:30 a.m.-1:30 p.m.

Awards Luncheon

2:00 p.m.-3:30 p.m.

Concurrent Workshops

2:00 p.m.-5:15 p.m.

ADA Symposium

2:00 p.m.-5:15 p.m.

H.I.V. Empowerment and
Workplace Issues Symposium

2:00 p.m.-5:15 p.m.

Resource Information Laboratory

3:45 p.m.-5:15 p.m.

Concurrent Workshops

5:30 p.m.-6:30 p.m.

Exhibit Hall Reception

6:00 p.m.-8:00 p.m.

Entertainment

Friday, May 14, 1993

8:00 a.m.-10:30 a.m.

Registration

9:00 a.m.-10:30 a.m.

Concurrent Workshops

9:00 a.m.-12:15 p.m.

ADA Symposium

9:00 a.m.-12:15 p.m.

Small Business and ADA Implementation
Symposium

9:00 a.m.-12:15 p.m.

Resource Information Laboratory

10:45 a.m.-12:15 p.m.

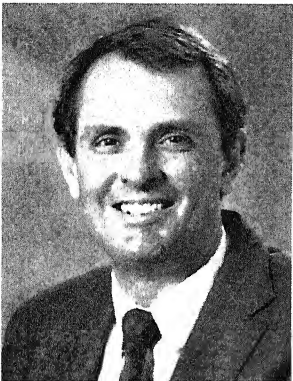
Concurrent Sessions

10:45 a.m.-12:15 p.m.

Your Ideas for the 1994 Conference



Justin Dart, Jr.



Rick Douglas

Dear Colleague:

On behalf of President Bill Clinton we invite you to the 1993 Annual Conference of the President's Committee on Employment of People with Disabilities, which will be held in St. Louis, May 12-14.

We are in the third year of implementing ADA. We have a new President who is committed to the full implementation of ADA, and to leading our nation in the process of profound change necessary to empower all of our citizens, with and without disabilities, in the productive mainstream of the American dream.

Historic decisions are being made that will affect the quality of the lives of Americans with disabilities for generations to come. We need you at our St. Louis Conference to participate in those decisions. Together we will assess the implementation of ADA so far, and plan and prepare for the future. There will be advanced training for the next phase of ADA implementation.

We will hear from the new leaders of government in the area of disability. We will prepare guidance for them. We will consider the great public issues of the nineties as they impact employment opportunities for people with disabilities: health care, personal assistance and other independent living services, job creation, education, technology and telecommunications, economic and international policy.

President Clinton has pledged a government that will include you. He is ready to keep that pledge, but it can only be kept with your leadership participation. We look forward to meeting you in St. Louis. Together, we will keep the promise of ADA, the promise of America — to ourselves and our grandchildren.

Justin Dart, Jr.
Chairman

Rick Douglas
Executive Director



CONCURRENT WORKSHOPS

"The speakers in the general sessions and workshops were superlative.... I learned a great deal."

—Educator on '92 Conference

During the three (3) days of the conference, attendees will have an opportunity to select from over 50 workshops on ADA implementation, advancing employment of people with disabilities, and empowerment. Workshops will focus on best practices, prototypical models, and resource information. These workshops will address issues raised by businesses, government, service providers, organized labor, the disability community, and other concerned publics on the full range of subjects related to the employment of people with disabilities.

The following provides a partial list of subjects to be addressed.

- International Perspective
- Economic, Labor Market and Demographic Trends
- Independent Living Resources and their Role in Employment
- Assistive Technology in the Workplace/Universal Design
- National, Regional, and State Models Supporting Transition from School to Work
- Personal Assistance Services as an Aid to Employment
- How to Develop Job Descriptions, Including Determining Essential Job Functions
- Supported Employment Models
- ADA: Best Practices and Successful Implementation Strategies (Title I and Title III)
- Self-Advocacy, Leadership and Empowerment
- Recruitment, Placement and Interviewing
- "Upward Mobility" and the Glass Ceiling Facing Employees with Disabilities
- ADA: Training Supervisors/Train the Trainers Models
- Sharing Ideas: Employers and the Rehabilitation/Education Community
- ADA: Addressing Hidden Disabilities (Cognitive Disabilities, TBI, etc.)
- ADA: Addressing Chronic Illness
- ADA: Addressing Psychiatric Disabilities
- Cultural Diversity: Promoting Employment Opportunities
- Social Security Incentives: PASS and IRWE Programs
- Safety and Egress for People with Disabilities
- Emerging Issues in the Field
- Workers' Compensation Issues
- Medical Insurance Issues
- Alternative Dispute Resolution
- Seniority Issues
- Communications/Media
- H.I.V. and the Workplace
- Small Businesses Implement ADA

This conference will be informative, exciting, and state-of-the-art. The workshop presentations will be made by nationally recognized experts. The conference will focus on the change spearheaded by the enactment and implementation of ADA. Cutting edge information will be provided in a stimulating and challenging framework. More panels on a broader range of topics will be provided than ever before.



PROGRAM HIGHLIGHTS

"The range and selection of topics were excellent.... The entire program was first class."

—Consumers on '92 Conference

ORIENTATION FOR NEW ATTENDEES

This session is for those attendees who would like a briefing on the purpose and programs of the President's Committee on Employment of People with Disabilities, and an overview of the Annual Conference activities.

OPENING RECEPTION

A special "Taste of St. Louis—Circa 1904" event is being planned to launch the conference in style. Food, music, and entertainment will be reminiscent of the first World's Fair held in St. Louis in 1904.

OPENING SESSION

Major business, government, and disability community leaders will address issues concerning important topics related to the employment of people with disabilities, including ADA implementation. Leaders in the disability arena will address the topic, "It's Time for a Change, But What Change?" The President's Trophy will be presented to the person who has done the most to enhance the empowerment and employment of people with disabilities.

AWARDS LUNCHEON

This event pays tribute to labor and veterans' leaders and the disability community, as well as private and public employers, for their efforts in advancing employment of people with disabilities. See page 10 for ticket purchasing information.

EXHIBIT HALL/RECEPTION

The Exhibit Hall will feature over 150 booths highlighting new products and programs associated with the employment of people with disabilities.

A reception will be held in the Exhibit Hall on Thursday to help focus attention on the many fine exhibits on display. Come and network with the exhibitors and learn more about available technology and resources supporting the employment of people with disabilities.

ENTERTAINMENT

A gala event is planned for Thursday evening. America's Disability Channel will present famous entertainers for your enjoyment.

“The opportunity to network and learn best practices/successful prototypes was very valuable.”

—Rehabilitation specialist on '92 Conference

GENERAL SESSION

The Thursday General Session will focus on the theme, “Keeping the Promise of ADA.” This session will address the national policy of implementation, enforcement and such empowerment issues as health care, personal assistant services, and access to technology. Members of the Clinton Administration will focus on what is going to happen in the new era of ADA implementation.

MEDIA AWARDS LUNCHEON

This luncheon will provide an opportunity to recognize excellence in the media. National leaders in the communications field will be honored for their role in reducing the negative stereotyping of people with disabilities and for their efforts to feature people with disabilities living and working independently in the community. See page 10 for ticket purchasing information.

CONCURRENT SYMPOSIA

The following is a partial list of symposia that will be available:

- 1. ADA Implementation**—Featuring best practices and prototypical models. Learn from the experts what works. Training will be offered at the beginner, intermediate, and advanced levels to accommodate the varied needs of the conference participants. Training will be provided by leaders in the field. A simple self-assessment questionnaire will be included in the final program to assist you in determining the appropriate workshop level to attend. Important implementation and enforcement issues will be addressed, including tracking compliance, documenting and disseminating on successful program models and evaluating the quality of technical assistance provided to consumers and businesses.
- 2. Resource Information Laboratories**—Featuring workplace technology, universal design, and technological and mechanical problems will
- 3. National Minority Symposium**—Providing which will facilitate the smooth implementation throughout the United States. This symposium business sector, labor, service providers, and communities in partnership with persons with implementation of the ADA. The following technology, Provision of Goods and Services for Title I of ADA—Implications for Minority C Empowerment for Diverse Populations.

*“I was able
to take back
a plethora of
information
to my
agency....
Excellent
overall
conference.”*

—Government participant
on '92 Conference

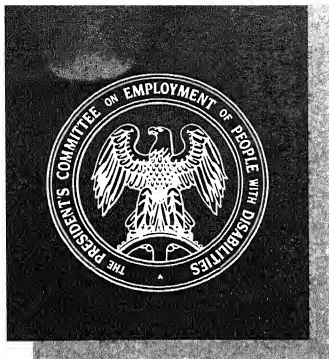
4. ADA Summit Report—Presenting recommendations from the National ADA Employment Summit convened on December 2, 1992. This Summit was a historic meeting of over 200 national leaders from business, labor, government, and the disability community, who convened to work on key ADA implementation issues. Several work groups, including those dealing with seniority, worker's compensation, alternative dispute resolution, and insurance, will present their recommendations.

5. Small Business and ADA Implementation—Featuring the successes and problems of small businesses in implementing ADA.

6. H.I.V. Empowerment and Workplace Issues Symposium—Providing information on the relationship between empowerment and such workplace issues as irrational fears of transmission in the workplace, fear of losses in productivity due to illness and hospitalizations, high health insurance costs, and fear that an entire business will become stigmatized by association with H.I.V. Issues relating to workplace discrimination, breaches in confidentiality, and the need to educate co-workers will be highlighted. Empowerment as a critical factor in enabling people with H.I.V. to overcome workplace-related discrimination will be discussed.

YOUR IDEAS FOR NEXT YEAR'S ANNUAL CONFERENCE

This is a new feature whereby attendees are encouraged to help us design next year's Annual Conference. Be involved by sharing your ideas and experiences with us so that we can better serve you. Your views are important. We want to be responsive to the needs and ideas of conference participants.



PERSONAL ASSISTANT SERVICES (PAS)

"The exhibitors were an important resource for me. I learned about several new products. Thank you."

—Consumer on '92 Conference

To arrange for Personal Assistant Services and to obtain information on fees contact:

Upjohn Healthcare Services
1034 South Brentwood Boulevard
Suite 740
St. Louis, MO 63117
(314) 721-3311

Jewish Hospital of St. Louis
(two agencies)

Home Care-Medicare Certified Program
#6 Millstone Campus
Suite #100
St. Louis, MO 63145
(314) 993-4600/454-7000

ExtraCare-Private Duty, Private Pay
4949 Forest Park
St. Louis, MO 63110
(314) 454-8800

Cardinal Ritter Institute
4483 Lindell Boulevard
St. Louis, MO 63108
(314) 652-3600

Complete Health Care
1869 Craig Park Court
Suite A
St. Louis, MO 63146
(314) 576-4000

Medical Personnel Pool
7635 New Ballas Road
St. Louis, MO 63141
(314) 432-7777

YMCA of Greater St. Louis
Carondelet Y
600 Loughborough
St. Louis, MO 63111
(314) 353-4960

Peace of Mind Attendant Care
(314) 454-0602/0405



"The information on workplace technology and assistive devices was important to my company. I discovered some very useful resources."

—Business leader on '92 Conference

TRANSPORTATION

GROUND TRANSPORTATION

Accessible transportation is available to and from Lambert St. Louis International Airport. Airport Express operates daily from 6 a.m. to 11:00 p.m. Uniformed ticket agents are located in the baggage claims area, exit 13 in the main and east terminals. Fares are \$8.00 one way, or \$14.00 round trip to and from the airport and hotels. For information contact (314) 429-4950; TDD users call through the relay service, (800) 735-2966.

Accessible shuttle service from the participating hotels to the Cervantes Convention Center will be provided during the Conference. Additional information on this service will be provided in the final program.

AIRLINES

Trans World Airlines (TWA) has been selected as the official airline carrier for the 1993 Conference. TWA will provide a 5% discount off most published domestic fares (including San Juan, Puerto Rico). If you are using a travel agent or calling the airlines yourself, please contact:

TWA's Convention Desk
1-800-325-4933
Monday-Friday
7:15 a.m.-7:00 p.m. (Central Standard Time)

Please use the following profile number when making reservations: CV12867

RELATED ACTIVITIES

If you extend your visit in St. Louis through Saturday, you may be interested in the First Annual St. Louis Road Race—a 10k (6.2 miles) road race and a 3k (1.86 miles) road race and walk for runners, walkers, and wheelchair athletes. The Spirit of St. Louis Road Race will provide a recreational and competitive sports experience for wheelchair athletes, runners, and the general public. More than 1,500 runners and walkers, and 50-125 wheelers are expected to participate.

For additional information, please contact:

Bob Szyman
St. Louis Wheelchair
Athletic Association
(314) 768-5325



CONFERENCE REGISTRATION FORM

1993 Annual Conference of the President's Committee on Employment of People with Disabilities

INSTRUCTIONS: Please print or type information on both sides of this form and send with payment by April 23, 1993 to:

The USDA Graduate School
600 Maryland Avenue, S.W.
Room 106 (PCEPD)
Washington, DC 20024
(202) 382-8564 (Voice/TDD)

Confirmation, badge and meal tickets will be mailed to those who register before April 23. After April 23, you must register on-site. To avoid long lines at the conference, and to receive a \$10 discount, please register in advance.

REGISTRATION:

Name (as you would like it to appear on your badge) Title

Company/Agency (as you would like it to appear on your badge)

Address

City State Zip Code
()

Office Telephone Number

ACCESSIBILITY ASSISTANCE

Please check all categories that apply:

- _____ Transportation
_____ Lift equipped transportation from and
_____ Interpreter Services (Deaf): What modes of c
_____ ASL/Interpreting _____ PSE/
_____ Oral/Interpreting _____ Tact
_____ Visual and Cognitive Disabilities...Do you ne
_____ Audiotaped Program _____ Brail

REGISTRATION FEES

Registration fee per person:

Pre-registration by mail (deadline April 23)	\$70	\$ _____
On-site registration	\$80	\$ _____
Subtotal		\$ _____

Optional functions

(Purchase with registration to guarantee availability)

Wednesday, May 12, Awards Luncheon	\$25x _____	= \$ _____
Thursday, May 13, Media Awards Luncheon	\$25x _____	= \$ _____
Subtotal		\$ _____
Total		\$ _____

Special dietary needs (please check)

_____ Diabetic _____ Kosher _____ Vegetarian

Form of payment

_____ Training authorization form/P.O.* _____ Check attached

Credit Card:

_____ Visa _____ MasterCard _____ Diners Club

Account Number _____ Expiration Date _____

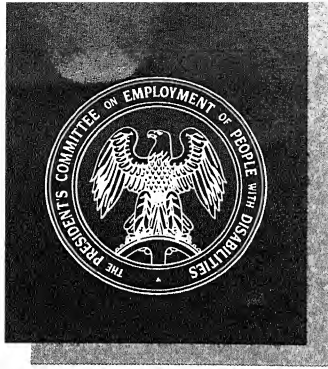
Signature _____

No refunds will be made after April 23, 1993. Tickets not received by mail can be picked up at the Conference Ticket Booth in the afternoon on May 11, 1993.

NOTE: The registration fee may be waived for individuals who are unable to pay. We want to be as inclusive as possible, and not prevent people from attending the conference for whom the fee causes an undue hardship. However, please be advised that registration fees which are waived are paid for by sponsoring agencies/companies. The financial waiver does not apply to luncheon functions. If financial necessity requires that we waive the registration fee, please sign below.

I request that you waive the registration fee due to financial hardship. _____
Signature

* Government Employees: Purchase order/training authorizations. Please attach this registration form to three (3) copies of your PO or training authorization form and return to the USDA Graduate School. Be sure the registration fee and/or meal functions are specified on the training form.



HOTEL ROOM RESERVATION FORM

1993 Annual Conference of the President's Committee on Employment of People with Disabilities

All workshops, symposia, social events, and exhibits will take place in the Cervantes Convention Center. Five (5) nearby hotels have reserved substantial blocks of lodging rooms for conference participants. A map has been provided to indicate the location of the hotels in relation to the Cervantes Convention Center. In addition, room rates have been provided for your information. All reservation requests will be made through the Housing Bureau of the St. Louis Convention and Visitor's Commission. Referring to the location and rates provided, select your 1st, 2nd, and 3rd choice.

Please complete the back of this reservation form and return it to the St. Louis Convention and Visitors Commission by April 9, 1993. Reservation requests after April 9, 1993 may not be honored.

Hotel Rates

Hotel	Single 1bd/1pr	Double 1bd/2pr	Db./Dbl. 2bd/1-4pr	Triple 2bd/3pr	Quad. 2bd/4pr
Holiday Inn/Conv. Center	\$75	\$75	\$75	\$85	\$85
Holiday Inn/Riverfront	\$75	\$75	\$75	\$85	\$85
Adam's Mark	\$96	\$96	\$96	\$106	\$116
Marriott Pavilion	\$90	\$100	\$100	\$106	\$116
Courtyard by Marriott	\$61	\$88	\$88	\$88	\$88

Hotel Numbers

Remember, make your room reservations directly with the Housing Services of the St. Louis Convention and Visitors Commission, using the form above, not with individual hotels. However, if you need more information on accessibility, please contact the hotel directly. The hotel numbers are as follows:

Holiday Inn/Convention Center	(314) 421-1111
Holiday Inn/Riverfront	(314) 621-8181
Adam's Mark Hotel	(314) 241-7400
Marriott Pavilion Hotel	(314) 421-1776
Courtyard by Marriott	(314) 241-9111

All rates are subject to the prevailing Missouri Sales tax which is 9.475%, and a \$2.00, per room, per night occupancy tax.

(Hotel Reservations continued on reverse)

HOTEL ROOM RESERVATIONS

Name _____
Address _____
City _____ State _____ Zip Code _____
Telephone No. () _____

Hotel Requested

1st Choice _____
2nd Choice _____
3rd Choice _____

Type of Room Requested	Rate Requested
Single _____	\$ _____
Double _____	\$ _____
DbL./DbL _____	\$ _____
Triple _____	\$ _____
Quad. _____	\$ _____

Check Type of Room Needed:

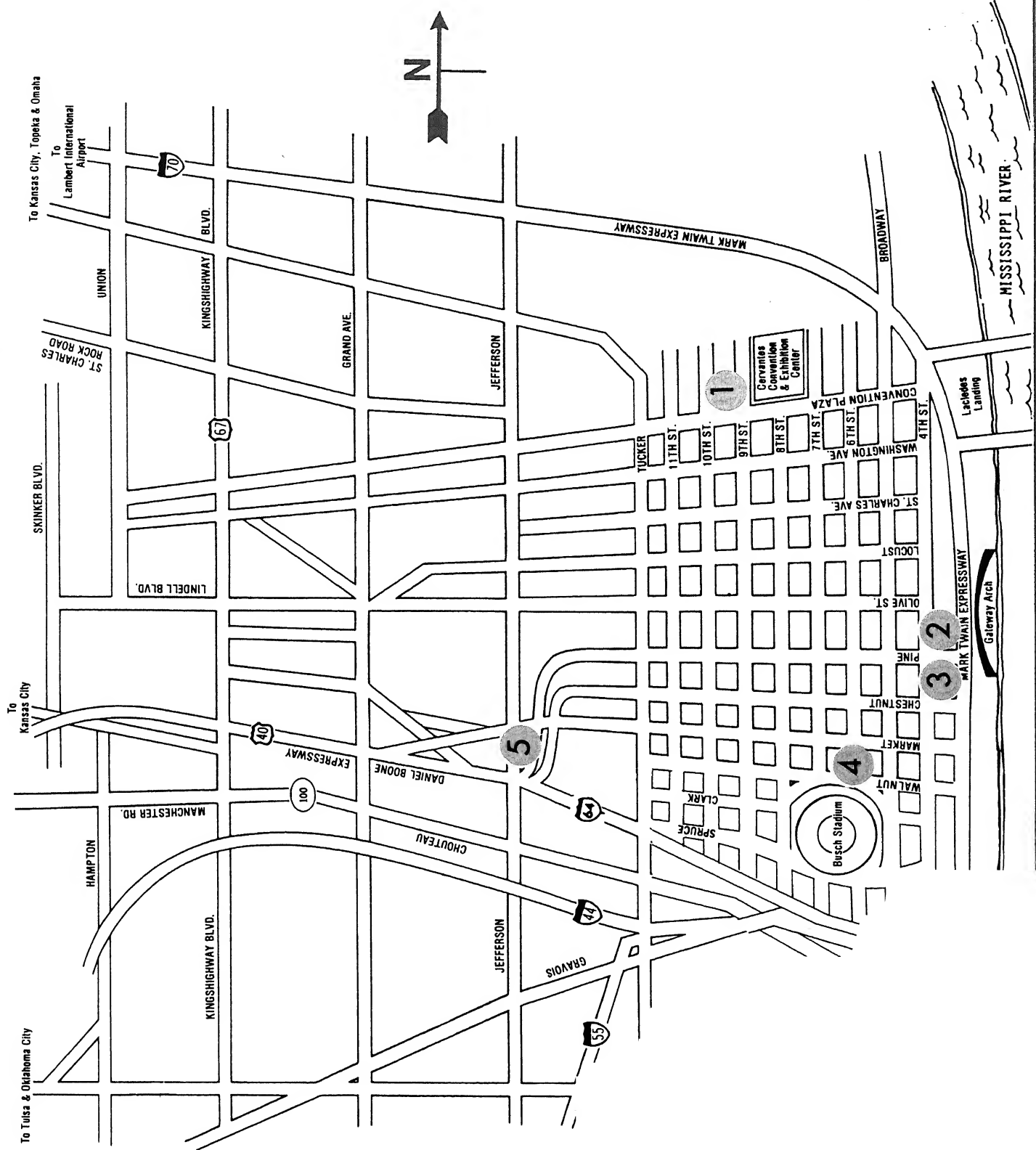
_____ Fully Accessible Room
_____ Room Close to Elevator, Mobility Impairment
_____ Room with wide door/no grab bars
_____ Room, Hearing Impaired
_____ Regular Room

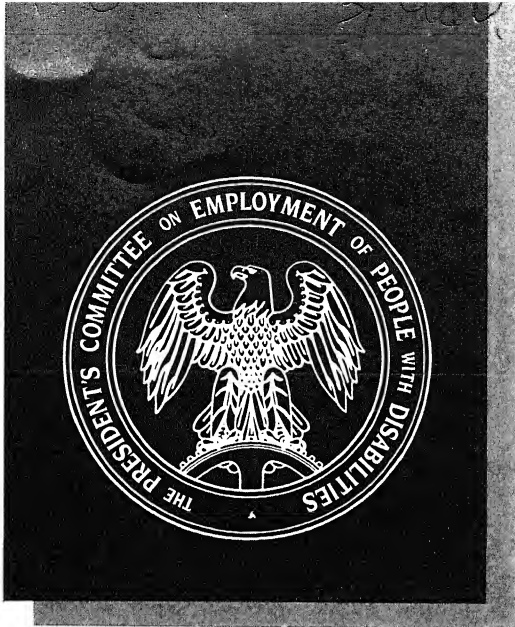
To: President's Committee on Employment of People with Disabilities
c/o St. Louis Convention and Visitors Commission
10 South Broadway
Suite 1000
St. Louis, MO 63102

Send No Money: Your reservation acknowledgement from the hotel selected will request one night's deposit to confirm your reservation. Please mail a check to the hotel at that time.

UNIVERSITY OF MISSOURI
MAY 2 1993
DEPOSITORY

To Little Rock & Dallas
To Orleans
To Tulsa & Oklahoma City





ADVANCE PROGRAM

The President's Committee on
Employment of People with Disabilities

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Bill Clinton

